

# The building blocks of workplace inclusion

Citation for published version (APA):

Nelissen, P. T. J. H. (2017). *The building blocks of workplace inclusion*. [Doctoral Thesis, Maastricht University]. Maastricht University. <https://doi.org/10.26481/dis.20170512pn>

**Document status and date:**

Published: 01/01/2017

**DOI:**

[10.26481/dis.20170512pn](https://doi.org/10.26481/dis.20170512pn)

**Document Version:**

Publisher's PDF, also known as Version of record

**Please check the document version of this publication:**

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

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Propositions accompanying the dissertation

## **THE BUILDING BLOCKS OF WORKPLACE INCLUSION**

1. An inclusive climate can be strong enough to direct inclusive behavior, regardless of the level of employee motivation.
2. Achieving workplace inclusion requires much more than legislation.
3. It takes two to tango; both employers and their employees should strive towards workplace inclusion.
4. When employees are under high work pressure, they have fewer opportunities to engage in inclusive behavior.
5. In addition to the well-known positive effects on performance related outcomes, Organizational Citizenship Behavior can have positive effects on the well-being of both the actor and the recipient.
6. A scientific understanding of how an organizational climate can be changed in practice is essential but missing.
7. The people make the place (Benjamin Schneider, 1987).
8. Within the setting of the Participation Act, a Work and Organizational Psychology approach is required to help create sustainable employment.
9. In education there is no substitute for a psychologically safe climate.
10. It's not that easy being green (Kermit the Frog, 1977).

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